

Thursday 26th January 2023

Dear parents and carers,

## Rewards and Sanctions

Mr Turner recently sent correspondence home regarding our new Culture Code- a n aspirational set of standards, designed to get the very best out of everyone who attends our academy through a set of simple, fair and clear responsibilities.

I would like to take this opportunity to outline to you what happens when students respond positively to the responsibilities in the culture code, and sanctions for when behavior does not meet our expectations.

Before the Christmas holiday, it was brilliant to be able to congratulate and reward over 300 students who had received 0 behaviour points and/or had 100% attendance. These students were celebrated in an assembly with myself and Mr Turner, where vouchers were won and refreshments were served. We look forward to repeating this with a higher number this term.

We are planning further reward trips including the cinema at Easter, and our student council will be working with tutor groups to decide some further reward destinations.

Full positive character cards are being entered into a prize draw to be drawn at the end of each half term. The more positive character cards equals a higher chance of winning a voucher.

Where behavior is negative in lessons, the academy has operated a C1/C2 behaviour system for some time.

- C1 is a warning and the opportunity for the student to modify their behavior
- C2 is a removal from class because of persistent negative behaviour.

In a C2 situation, the student works in another room within the department (Department Support) so that teaching and learning can continue in the classroom. At the end of the lesson, the student must return to the member of staff whose lesson they were moved from in order to have a restorative conversation and correct the issue for the next lesson.

As before, should a student fail Department Support (instances might include refusal, not being respectful, not taking responsibility for their actions), they will be collected and moved to our Reflection Room where they complete a booklet which asks them to reflect on their behaviour and the opportunities that they received to address it. They will stay in this space for the remainder of the lesson and the next.

Where students pick up 3 or more C2s in the same half term, there will be an escalation process which includes time in our seclusion space and/or working at another school.

The academy monitors the frequency of C1 and C2 instances very closely and we would like to thank all students for the consistent reduction in the number of these since the start of the academic year.

From Monday 30<sup>th</sup> January, we continue to raise our standards and expectations with the introduction of a new centralised sanction system for any students who consistently fail to meet them. These are as follows:

| <b>Detentions</b> |   |                   |   |
|-------------------|---|-------------------|---|
| <b>Mondays</b>    | <b>Tuesdays</b>   | <b>Wednesdays</b> | <b>Thursdays</b>                                      |
| 3.10-3.40pm       | 3.10-3.40pm – KS3   | 3.10-3.40pm – KS4 | 3.10 – 3.55pm   |
| 3+ C2's in a week | Failed Dept Support, 2+ lates in a week, character card lost twice in a half term, full negative character card |                   | SLT detention – failure to attend any other detention |

Detentions will be communicated with parents via text message or phone call.

We believe in fairness and giving our students the opportunity to address and correct any behaviour which has a negative impact on the culture of our academy.

For example, when a student receives a C2, they have already been given the following opportunities

- C1 warning to take responsibility in their original lesson
- Opportunity to address and modify their behavior in the Department Support classroom

In an ideal situation where a student takes responsibility and changes their behaviour, then has a restorative conversation with their original teacher, no further sanction will be imposed, unless it is their third or more of the week.

At Kirk Hallam, we have high standards of ourselves and each other. We are truly an ambitious and aspirational learning community who expects the very best from our students. The centralised sanctions that I have discussed above are there to ensure that we are the best we can be, in all that we do.

Yours sincerely,



Mr D Lloyd-Jones  
Deputy Headteacher